

## **TEXAS NRCS MENTOR PROGRAM FACT SHEET**

**SUBJECT:** The Texas NRCS Mentor Program

**MISSION:** To enhance and encourage employee self-development toward improved job performance, job satisfaction and career advancement, which will benefit both the employee and the NRCS.

**SCOPE:** The mentor program is open to all NRCS employees in Texas.

**INFORMATION AND ASSISTANCE:** Questions regarding the Mentor Program may be directed to the Mentor Program Coordinators or Federal Women's Program Manager.

**OVERVIEW:** The Texas NRCS Mentor Program is designed as a multi-faceted employee development program. It is intended to capitalize on the experiences of successful role models (mentors) who are willing to volunteer to serve, on an individually structured basis, to assist personnel (mentees) who wish to define and develop their own careers through goal setting and personal initiatives. This program cannot survive on it's own. It will require the dedication and support of the Agency as a whole as well as the individual participants to accomplish results. Mentor/mentee participation is voluntary.

**OBJECTIVES:**

1. Improve morale, motivation, job performance and job satisfaction.
2. Increase employee retention.
3. Provide career enhancement through increased self-awareness, improved communications/interpersonal skills and broadened understanding of agency activities.
4. Enhance leadership and decision making skills.
5. Provide a forum to exchange ideas, understanding and appreciation for different organizational sections and disciplines within the agency.

**KEY DATES;**

- Applications must be submitted to either of the Mentor Program Co-Coordinator by February 1, 2009.
- Mentor pool will be established by March 6, 2009.
- Training for participants will be scheduled during the summer of 2009 as the Texas NRCS budget allows.

(More)

2009 Mentor Program Co-Coordinator:

Jerry Pearce  
RC& D Coordinator  
312 South Main, Room 312  
Victoria, TX 77901-8122  
Phone: 361-570-7138  
Fax: 361-570-9537  
Email: [jerry.pearce@tx.usda.gov](mailto:jerry.pearce@tx.usda.gov)

Shanna Dunn  
Resource Soil Scientist  
13434 Leopard St. Ste. A14  
Corpus Christi, TX 78410  
Phone: 361-241-0609  
Fax: 361-241-0685  
Email: [shanna.dunn@tx.usda.gov](mailto:shanna.dunn@tx.usda.gov)

FWP Manager:

Diane Arnold  
District Conservationist  
P.O. Box 744  
Port Lavaca, TX 77979  
Phone: 361-552-2969 ext. 3  
Fax: 361-552-4235  
Email: [diane.arnold@tx.usda.gov](mailto:diane.arnold@tx.usda.gov)